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## Black Mountain Software Taps Neff as COO

When a company has firmly established itself on a success trajectory, initiating management changes may not be a typical move. However, Black Mountain Software believes bringing Director of Sales Heather Neff up to a newly created Chief Operating Officer position for the government accounting software firm simply acknowledges a role she was already partially fulfilling and fortifies the company's long-term strategy.

**Polson, MT, January 15, 2014** - The official written announcement of an "internal realignment" followed two weeks of then Director of Sales, Heather Neff, meeting individually with 39 [Black Mountain Software](#) (BMS) employees in the company's Polson and Helena offices. Although the announcement memo spanned two pages and included an updated organization chart, leadership at the [municipal accounting software](#) company expressed that the changes are far from a reorganization.

"Our company is doing very well, we're meeting or exceeding goals, and our future is bright," stated President Wayne Carriere. "We feel it's a good time to make structural adjustments to help us continue forward in a manner that is most effective and utilizes employee talents to their fullest potential."

Perhaps the biggest opportunity to utilize employee talent to its full potential was naming 15-year veteran of the company, [Heather Neff](#) as Chief Operating Officer. Neff worked her way up through most departments in the company to the point of leading Black Mountain's sales efforts, and in recent years has proven to be a valuable member of the company's Management Advisory Team and an asset in day-to-day management.

"Jack [Liebschutz] and I both very much enjoy and are dedicated to our roles as Vice President and President, respectively, of Black Mountain Software," stated Wayne Carriere in the announcement to employees. "We enjoy the strategic planning and oversight the positions afford us in guiding the company we founded over 20 years ago, and we plan to continue in these roles for the foreseeable future." That said, however, Carriere went on to express his enthusiasm about turning daily management of the company over to Neff's capable hands. "There are going to be more vacation days in my near future," stated Carriere, "and I firmly believe there will be improved organizational operations in Black Mountain Software's near future."

Neff elaborated on the changes, saying, "They represent, for the first time in the history of Black Mountain Software, an integrated company-wide structure, defined chains of command, improved paths for getting decisions made, and clear opportunities for those that want to both advance and contribute to the continued future success of our company. The changes are incredibly exciting to me because they really set up our people and our company for success."

Neff's first communication as COO included congratulations to others who also received promotions in the realignment: Davin Blixt, Utility Billing Install Lead; Ian Bone, Utility Billing Support Lead; Jennifer Carlson, Utility Billing Installation Manager; Julia Caro, Utility Billing Support Manager; Melissa Chowning, Accounts Receivable Manager; Mark Phillips, Utility Billing Product Manager; Robin Pleninger, Documentation & Accounting Support Manager; Darlis Smith, Director of Marketing & Communications; Teresa Van Buren, Sales Manager.

### **About Black Mountain Software**

Black Mountain Software, Inc. is a leading provider of fund accounting, payroll and utility billing solutions for local governments and schools. City and county governments, utility and special districts, and schools rely on more than 30 Black Mountain Software products to ensure regulatory compliance, improve operational efficiency and foster collaboration.

With offices in Polson, Montana and Helena, Montana, Black Mountain Software serves over 530 customers across 25 states. For more information about Black Mountain Software, please visit [www.blackmountainsoftware.com](http://www.blackmountainsoftware.com), or check us out on [Facebook](#) or [LinkedIn](#).

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